

DEPARTMENT OF DEFENSE WAGE COMMITTEE
(Appropriated/Nonappropriated Fund)
Summary of 2409th Meeting – October 25, 2016

Purpose of Meeting: To consider the following:

NONAPPROPRIATED FUND

1. Ventura, California (Full Scale)
2. Monterey, California (Wage Change)
3. Monterey, California (Automotive Pay Plan)
4. San Diego, California (Wage Change)
5. San Diego, California (Automotive Pay Plan)
6. Solano, California (Wage Change)

APPROPRIATED FUND

7. Northwestern Michigan (Wage Change)
8. Miami, Florida (Survey Specifications)

ADDED ITEMS

APPROPRIATED FUND

9. Denver, Colorado (Survey Specifications)
10. Jacksonville, Florida (Survey Specifications)
11. Detroit, Michigan (Survey Specifications)
12. Southeastern North Carolina (Survey Specifications)
13. Columbus, Ohio (Survey Specifications)

The meeting was closed to the public on the basis of a determination under section 10(d) of the Federal Advisory Committee Act (Public Law 92-463) that the closing is necessary because matters considered relate to the internal personnel rules and practices of the Department of Defense and the wage survey data considered by the Committee in the development of FWS schedule recommendations have been obtained from private industry with the guarantee of confidentiality (5 USC 552b).

Alt. Chairman: Mr. Eric Clayton

DFO: Mr. James Brady

Members: Mr. Gary Buck

Mr. David Pedersen

Ms. Christine Murray

Chief, Wage & Salary Division

(Army)

Absent

(DLA)

(Navy)

Mr. Jim Mastracco

(AFGE)

(Air Force)

Absent

(IBEW)

Technical Staff:

Mr. William Becht

NAF Presenter

Mr. Brian Bauer

AF Presenter

Ms. Rebecca Chaves

NAF Recorder

Ms. Stacy Nelson

AF Recorder

Ms. Karen Kurian

NAF Observer

Mr. Karl Fendt

AF Observer

Proceedings: The meeting convened at 10:00 a.m. at 4800 Mark Center Drive, Room 05K25, Alexandria, Virginia.

NONAPPROPRIATED FUND

(1) Ventura, California (Full Scale) (Becht)

The full scale exhibits were distributed and reviewed. Mr. Becht reported that the Frequency-All Data was the line of record. There are no sport rates in the survey data. Analysis of the wage data by job average shows 8 jobs with 1,586 matches near the unit line, 4 jobs with 1,287 matches near the frequency line, no jobs near the midpoint line, and no ties; by grade average, 4 grades are near the unit line, 3 grades near the frequency line, no grades near the midpoint line, and no ties. Common firms were 91 out of 135 or 67%. The Staff-proposed line, Unit-All Data, provides an average increase of 2.06 % or 31 cents per hour.

MOTION: Mr. Pedersen moved, seconded by Ms. Murray, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(2) Monterey, California (Wage Change) (Becht)

The wage change exhibits were distributed and reviewed. The Staff-proposed line, Midpoint-All Data, provides an average increase of 4.17% or 68 cents per hour. The Committee adopted the Staff-proposed line by consensus.

(3) Monterey, California (Automotive Pay Plan) (Becht)

The Automotive Pay Plan exhibit was distributed and reviewed. The flat rates increase by 1.27% or 31 cents per hour. The Committee adopted the proposed Automotive Pay Plan flat rates by consensus.

(4) San Diego, California (Wage Change) (Becht)

The wage change exhibits were distributed and reviewed. The Staff-proposed line, Midpoint-All Data, provides an average increase of 2.48% or 39 cents per hour. The Committee adopted the Staff-proposed line by consensus.

(5) San Diego, California (Automotive Pay Plan) (Becht)

The Automotive Pay Plan exhibit was distributed and reviewed. The flat rates increase by 1.77% or 42 cents per hour. The Committee adopted the proposed Automotive Pay Plan flat rates by consensus.

(6) Solano, California (Wage Change) (Becht)

The wage change exhibits were distributed and reviewed. The Staff-proposed line, Frequency-All Data, provides an average increase of 5.56% or 96 cents per hour. The Committee adopted the Staff-proposed line by consensus.

APPROPRIATED FUND

(7) Northwestern Michigan (Wage Change) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.10 per hour at grade 1 to \$0.49 per hour at grade 15 with an average of \$0.2946 per hour, or 1.21%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$2.3926 per hour, or 10.80%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(8) Miami, Florida (Survey Specifications) (Bauer)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

ADDED ITEMS:

APPROPRIATED FUND

(9) Denver, Colorado (Survey Specifications) (Bauer)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

(10) Jacksonville, Florida (Survey Specifications) (Bauer)

The proposed survey specifications were distributed and reviewed. The Jacksonville, Florida wage area has an aircraft dominant industry. In the event the 2017 survey produces inadequate aircraft specialized industry and data, an appropriate reference area will be proposed to the DoD Wage Committee for consideration. There were no other significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

(11) Detroit, Michigan (Survey Specifications) (Bauer)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

(12) Southeastern North Carolina (Survey Specifications) (Bauer)

The proposed survey specifications were distributed and reviewed. The Southeastern North Carolina wage area has a dominant aircraft industry. Past surveys of the Southeastern North Carolina wage area indicate there is insufficient aircraft industry and data within the area. In the

event the 2017 survey produces insufficient aircraft industry and data, an appropriate reference area will be recommended to the DoD Wage Committee. There were no other significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

(13) Columbus, Ohio (Survey Specifications) (Bauer)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

The meeting adjourned at 10:30 a.m.

A handwritten signature in black ink, reading "Eric Clayton". The signature is written in a cursive, flowing style.

Eric Clayton
Alt. Chairman
DoD Wage Committee